

Salisbury, North Carolina
May 9, 2018

SPECIAL MEETING

PRESENT: Mayor Al Heggins, Presiding; Mayor Pro Tem David B. Post, Council Members William Brian Miller, Karen K. Alexander and Tamara Sheffield, City Manager W. Lane Bailey, Assistant City Manager Zack Kyle, City Clerk Diane Gilmore and City Attorney F. Rivers Lawther.

ABSENT: None.

Mayor Heggins and members of City Council met in a Special session in Council Chambers, 217 South Main Street. The meeting began at 2:00 p.m. and a moment of silence was taken.

GOALS

Facilitator Warren Miller led Council in a discussion regarding a review of the goals established at its annual retreat, and he explained the importance of prioritizing goals which would provide staff with information to prepare a recommendation for the budget.

Mr. Miller shared information regarding the three focus areas of the goals. He explained Council would review the status from the retreat with the Vision developed from the community. He shared this would include the Mission and Value statement. He reviewed economic initiatives, downtown development and youth Initiatives.

Mr. Miller reviewed the One Year Tactical Plan developed by the previous Council.

Mr. Miller gave Council the opportunity to retain or remove any goals from the previous year. He stated some goals may be ongoing but operational.

Mayor Al Heggins asked for clarification regarding the development review process. Planning Director Janet Gapen explained the goal was to improve communication between the Development Services Department and the Rowan County Building Inspections Department.

Mayor Heggins asked if the study had been completed on improving animal control. Police Chief Jerry Stokes informed Council that Code Enforcement works with Rowan County Animal Control regarding complaints during the day. He also shared the Police Department will answer barking dog calls if needed.

Councilmember Brian Miller suggested external resources be included as part of a transportation system plan. Transit Director Rodney Harrison shared there would be opportunities to apply for grant funding for a five year transit plan.

City Manager Lane Bailey stated additional information will be included in the budget regarding a living wage for City employees.

Warren Miller shared information regarding the Vision Statement discussed at the Retreat. Councilmember Miller asked for a comparison of the current Vision Statement verses the new ideas. Mayor Pro Tem Post stated he liked the current Vision Statement and shared concerns about changing the Vision Statement every year. Councilmember Alexander agreed with Mayor Pro Tem Post. Councilmember Sheffield stated the Vision Statement could be improved on with changes made to the current statement with the new ideas presented. Councilmember Miller stated he liked the Mission Statement and agreed the Vision Statement could be improved. Mayor Heggins stated the Vision Statement should be clear, understandable and speak to what we inspire to be as a City.

Warren Miller shared information regarding the Mission Statement discussed at the Retreat. Mayor Heggins stated there could be improvements made to the Mission Statement.

Warren Miller shared a list of values discussed at the Retreat in regards to the Values Statement.

Mr. Bailey noted a discussion regarding the Vision, Mission and Value statement could be part of the discussion at the upcoming Chit, Chat and Chew.

Council discussed various formats on how to prioritize goals.

Chief Stokes provided Council an update on staffing within the Police Department. Chief Stokes reviewed current staffing levels, and he pointed out the Police Department is at 80.2% sworn staff. He shared information regarding separations and resignations. Mayor Heggins asked if employees who resigned were given an opportunity to have an exit interview. Chief Stokes stated voluntary exit interviews are conducted through the Human Resources Department.

Chief Stokes updated Council on positions unfilled as of May 2018. He shared the Rowan County Sheriff's Department would continue providing assistance. He noted May 2018 was the only month assistance was not provided by the Rowan County Sheriff's Department. Mayor Heggins asked how often the assistance from the Rowan County Sheriff's department was needed. Chief Stokes stated their assistance depended on the vacancies within the police department.

Chief Stokes noted the City of Salisbury per capita data as reported by the Federal Bureau Investigation (FBI) for 2016, and shared data for surrounding cities.

Chief Stokes shared data from a Springsted Assessment 2013-2014. He noted crime in the City of Salisbury was much higher when compared to other cities. Mayor Pro Tem Post asked if there was a current report available. Chief Stokes commented he could provide current information at a later date.

Chief Stokes shared information regarding response times. He shared 2017 crime data compared to 2016 and 2018 crime data through April 29, 2018.

Chief Stokes provided Council an update on the violent crime rate. He stated Salisbury is 86% above national average for violent crime and has been for decades. Chief Stokes provided Council an update on the Homicide rate. He stated Salisbury is 188% above national average for violent crime. Chief Stokes provided Council an update on the robbery rate. He stated Salisbury is 120% above national average for robbery crimes. Chief Stokes provided Council an update on the rape rate. He stated Salisbury is 40% above the national average rape rate. Chief Stokes provided Council an update on the aggravated assault rate. He stated Salisbury is 69% above national average for aggravated assault.

Councilmember Miller asked if there were any local satellite offices and what the benefits are for these offices. Chief Stokes stated at one time there was a satellite office at Hall's Gym, but it has been closed.

Chief Stokes shared the National Highway Traffic Safety Administration (NHTSA) reports Rowan County as the 11th worst in the state for fatalities and injuries.

Councilmember Sheffield asked for clarification regarding an initiative to remove illegal guns from City streets. Chief Stokes stated the Alcohol, Tobacco, Firearms and Explosives (ATF) mission is to remove illegal guns. Mayor Heggins asked for clarification on seized guns. Chief Stokes replied some of the weapons are used for the Police Department to purchase new items, some used for evidence retention, and some are destroyed.

Chief Stokes stated the department is in need of four patrol officers and two detectives. City Manager Lane Bailey stated the six positions could be funded through the General Fund balance. He indicated funding could be provided for FY18-19 and noted a budget adjustment could be made once department is fully staffed. He added the

projected savings from Hotwire could cover the Police Department staff appropriation for FY19-20 and he asked if Council agreed. Mayor Pro Tem Post and Councilmember Alexander agreed.

RECESS

Mayor Heggins made a **motion** to take a ten minute recess. All Councilmembers in attendance agreed unanimously to recess.

The meeting reconvened at 5:27 p.m.

City Manager Lane Bailey asked Council to schedule a meeting to hold a public hearing for the refinancing of the 2016 Series Installment Financing for Fibrant. By consensus, Council set a date for the public hearing for Wednesday, May 24, 2018.

CAPITAL IMPROVEMENT PLAN REVIEW

Mr. Denny Martin, consultant with Martin McGill, reviewed the General Fund Capital Improvement Plan (CIP) and informed Council the largest variables are the capital assumptions for next year's budget and beyond the 10 year Capital Improvement Plan (CIP). Steve Miller reviewed with Council the range of projects within the CIP.

Mr. Miller stated the financials for the general fund for FY2018 consist of projects, revenues and expenditures through 2028 and account for the inflation, operating costs, needs of the police department and the CIP. He stated that the way to fund the expenditures would be the proposed one cent equivalent tax increase for 2019 and a proposed one and one half cent equivalent increase each year thereafter for the next ten years.

Mr. Bailey stated that if there is growth in other revenue it would offset the tax increase and would not take into account 2020 being a tax base re-valuation year. Mr. Martin noted an average of one half of one percent annual growth was used.

Councilmember Alexander mentioned her concern for the increase and how much higher Salisbury is verses other cities, and she asked if the increase will have a negative impact on economic development.

Mr. Bailey stated that possible options for increasing revenue other than through a tax increase could be with a motor vehicle tax, property taxes or changing storm water fees.

Councilmember Alexander asked if the City is self-funded for retirement. Mr. Bailey stated that the Local Government Retirement in North Carolina is the third strongest public pension fund at nearly 97.5% funded.

Mr. Martin advised that the capital assumptions for the next 10 years are based on the decisions the City makes to the infrastructure, and once the sequence of those investments and timing is determined, Martin McGill will be able to provide better information regarding financials for the CIP.

Councilmember Alexander asked where the funds for the Empire Hotel come from. Mr. Martin stated it could be moved from another category such as the Downtown Incentive program.

Councilmember Alexander stated the asphalt resurfacing budget seemed low due to the current street issues. Councilmember Miller stated the budget it is to keep the City at the current status. Assistant Public Services Director Craig Powers stated the goal is for all roads to be paved within 50 years with a goal of 25 years.

Councilmember Miller asked Mr. Bailey how to proceed with this information regarding the CIP. Mr. Bailey asked if Council had any changes, and he noted items would be in the budget for FY 2018- 2019.

Mayor Heggins asked if the Vocational Trade program was to support the RCCC initiative through Parks and Recreation. Mr. Bailey confirmed.

Mayor Heggins asked for clarification regarding the West End transformation and the Robertson Foundation matching funds. Planning Director Janet Gapen mentioned a private donation of \$100,000 for a program to be announced at the next City Council meeting. Mayor Heggins asked what would happen if matching funds did not reach the \$200,000. Mr. Martin advised the full \$400,000 would still be expended.

Councilmember Miller asked staff to change the name of the Maxwell Chambers Property Park to Belltower Green. He added the budget for the park is \$9.5 million but the non-profit has raised \$6.2 million so far with the intent for maintenance and program support to come from the non-profit. Mr. Miller stated there is \$350,000 included from the City. Councilmember Alexander stated that is for infrastructure and the park needs more funding. Mayor Pro Tem Post asked about parking and Councilmember Alexander advised it is in the plan.

Councilmember Miller asked about the amount of capital funding that is allocated to Hurley Park. Councilmember Alexander noted there is an agreement between Hurley Park and the City for sharing costs. Parks and Recreation Director Nick Aceves shared there is no capital put into Hurley Park at this time but structural repairs will be needed within the next 10 years.

Mayor Pro Tem Post asked if healthcare are costs included in the CIP. Mr. Martin advised healthcare costs are included in the CIP. Finance Director Shannon Moore noted there will not be an increase in healthcare costs to the employees or the City for the FY19.

Councilmember Miller asked Mr. Bailey how to proceed. Mr. Bailey asked Council to notify him with any proposed changes, and he shared a work session will be scheduled at a later date.

ADJOURN

Motion to adjourn the meeting was made by Mayor Pro Tem Post. All Council members in attendance agreed unanimously to adjourn. The meeting was adjourned at 6:19 p.m.



Al Heggins, Mayor



Diane Gilmore, City Clerk